



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

NOTICE TO APPLICANTS AND EMPLOYEES
POSTED BY ORDER OF THE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

This Notice is posted pursuant to an order by the United States Equal Employment Opportunity Commission dated **June 1, 2023**, which found that a violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e to e-17 (2016) (as amended) has occurred at the **U.S. Department of State's Foreign Service Institute, School of Language Studies** (hereinafter this facility).

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY or GENETIC INFORMATION with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. U.S. Department of State confirms its commitment to comply with these statutory provisions. It supports and will comply with such federal law and will not take action against individuals because they have exercised their rights under the law.

The EEOC issued a decision in favor of an employee finding that the U.S. Department of State is liable for engaging in discrimination when an employee was not selected for a position due to race, national origin, and sex. **The EEOC has ORDERED this facility to place the employee in the promotional position, pay lost wages and benefits, pay compensatory damages, provide additional training, and post this Notice.** The Department of State will ensure that officials responsible for personnel decisions and processing complaints of discrimination will abide by the requirements of all federal equal employment opportunity laws.

The U.S. Department of State will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

A handwritten signature in black ink, appearing to read "Paige Williams", is positioned above a horizontal line.

Paige Williams
Acting Director, Office of Civil Rights

Date Posted: July 6, 2023
Posting Expires: July 6, 2024
29 C.F.R. Part 1614

PLEASE DO NOT REMOVE. THIS NOTICE MUST REMAIN POSTED UNTIL July 6, 2024